



Our ref: 12/1655

20 December 2012

RE: Freedom of Information Request

Thank you for your email of 26 November 2012 where you requested the following information:

- a) *The cost of external recruitment consultants for each of the Senior Civil Service (SCS) posts appointed over the past two financial years.*
- b) *How many of those posts were eventually awarded to an internal (ie civil servant) candidate.*

Under the Freedom of Information Act 2000 ('the Act'), you have the right to:

- know whether we hold the information you require
- be provided with that information (subject to any exemptions under the Act which may apply).

I am writing to advise you that, following a search of our paper and electronic records, I have established that the information you requested is held by this Department.

The Department of Energy and Climate Change (DECC) has spent £203,960 on 12 external SCS recruitment campaigns between now and April 2011. This figure includes external advertising costs, executive search, application processing fees, reclaimable expenses and personality testing.

Of the 12 external posts advertised during this period, one post was secured by an internal applicant.

DECC only uses external recruitment in exceptional circumstances where for example it has not been possible to fill the vacancy internally or where the skill set required for the role does not exist freely within the internal market. When seeking to fill individual posts at senior grades, the Department may use executive recruitment agencies to ensure that we get the very best field of candidates. The selection of such companies is fully compliant with government procurement rules and the fees charged by those companies are in line with the industry norms for senior appointment.

Appeals procedure

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to the Security & Information Rights Unit (foi@decc.gsi.gov.uk).

Security & Information Rights Unit
Department for Business, Innovation & Skills
1 Victoria Street
London
SW1H 0ET

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely